

# WORKING AT MONOUX SIXTH FORM COLLEGE



**MONOUX**  
SIXTH FORM COLLEGE

TAKE CONTROL OF YOUR FUTURE



@MONOUXCOLLEGE



## ABOUT MONOUX SIXTH FORM COLLEGE

Situated on a single 17.5-acre site, we are one of the most established sixth form colleges in the country, founded almost 500 years ago by George Monoux.

At Sir George Monoux Sixth Form College, we are determined that all of our students reach better futures through the ability to learn and change today. We are a dynamic and innovative sixth form college in Walthamstow, London, serving a diverse body of 1700 learners, aged 16–19. We are the first college in London with a 10am lesson start time. We believe in moulding the college day to maximise concentration, focus & general wellbeing.

In our recent OFSTED visit the college was graded as ‘Good’ in all categories, with a particular emphasis on the high-quality teaching and positive student behaviour at the college. Our students often make excellent progress from where they were at GCSE, and we are ambitious about where they go next, with an improving trend of Russell Group entry as well as high value work and apprenticeships.

At Monoux, staff work in an environment that prioritises talk about teaching, and teamwork; you will have the chance to think about what makes great teaching and get involved in making key decisions about your curriculum. Behaviour is well managed, and the campus is calm with a productive working atmosphere.

### QUALIFICATIONS & COURSE LEVELS

Here at Monoux we offer a wide range of courses to our students, these include Vocational courses, Mixed A Level/ Vocational courses, A Levels, T Levels and GCSEs/ Foundation Maths and English Courses.

These courses are offered across 6 pathways, these are Creative, Legal and Finance, Digital, Science and Health, Enterprise and Management and Society and Culture.

Successful learning takes place when students feel safe, confident, respected and valued, and are engaged. Monoux believes in supporting and nurturing all students in their quest to become successful learners. As such, we place a high value on pastoral care as an integral part of the life of the school. We promote positive attitudes towards learning and provide a caring and supportive environment within our community.

Continuously nurturing, supporting and developing our students is hugely important to us and significant investment is made in the college’s pastoral structures, including our investing in dedicated Personal Mentors and Progress Coaches.

# STAFF DEVELOPMENT

**Ensuring that our staff have opportunities to develop both personally and professionally is very important to us.**

This is why we run a variety of developmental activities and ensure that each member of staff is able to discuss and plan their development objectives every year.

We offer numerous internal and external training opportunities. These can be related to your role or focus specifically on stretching your personal skills and knowledge. As an organisation that values creative thinking, your personal growth is just as likely to be a result of implementing new ideas, as it is from attending a course or conference.

You will be supported regardless of the stage in your career– from tailored programmes of support for new trainees, to substantial leadership development for managers. We also support staff in gaining professional qualifications.



## STAFF BENEFITS

- Competitive base salary
- Childcare voucher scheme
- Professional and fit for purpose working environments
- Free use of a range of sports and leisure facilities including on-site gym
- Occupational Health & counselling support
- Staff EAP
- 100% attendance reward (for support staff)
- Teachers' Pension Scheme (for teaching staff)
- Local Government Pension Scheme (for support staff)
- Season ticket loans
- Onsite free staff car park
- Cycle to Work scheme
- Staff wellbeing activities
- Enhanced annual leave
- Telephone counselling
- Eye care scheme
- Enhanced Maternity / Paternity / Adoption leave schemes
- Ongoing professional development





# CARE, SUPPORT AND WELLBEING

We ensure that not only do our students feel safe, confident, respected and valued, our staff do too. With an on-site HR department comprising of the Head of HR and 2 HR officers, their role is to ensure that staff are treated fairly and protected at work.

This year, dedicated work will be made to push forward a new wellbeing policy and strategy, in line with whole college strategies. Mental health training will be undertaken within the team, to ensure a mental health champion is on-site and available for all employees. The college also provides an Employee Assistance Programme, from which staff have access to counselling, financial advice, meditation, mindfulness tools and tips to manage stress, plus much more.

Within an on-site gym and weekly exercise classes provided to staff at no extra charge, we strive to look after employees mental and physical health. Working with an occupational health team, with support from Access to Work when required, our HR team can support keeping our employees at work, make required reasonable adjustments or return to work.

Monoux College has a range of HR policies to support a healthy work life balance, such as the flexible working and special leave policy, as well as a number of policies created to protect employees such as the Whistleblowing Policy and Bully & Harassment Policy.

## EQUALITY & DIVERSITY

At Sir George Monoux College, we are proud of the diversity of both our staff and students. We recognise that each individual has something unique and valuable to offer and strive to create a supportive environment where all staff and students can flourish.

The College is committed to ensuring that no individual will be discriminated against. This includes, but is not limited to, the grounds of age, disability, race, gender, sexual orientation, marriage, pregnancy, religious belief or gender reassignment. All staff are expected to take responsibility in upholding this commitment.

## GENDER PAY GAP REPORTING

The College has a firm commitment to ensuring that all staff are treated and rewarded fairly, irrespective of gender. We will report annually on our gender pay gaps, in line with specific information required under gender pay reporting legislation. Wherever possible, the College will take measures to eliminate or reduce any gender pay gaps.